Family and Medical Leave for Faculty Members

Fort Lewis College is committed to supporting faculty members as they balance work with other aspects of their lives. Family and medical leave are available for faculty members who need to take time off work due to

- The employee's own serious health condition
- The care of a sick family member
- Childbirth or adoption

Such leave may be a combination of paid and unpaid leave but in all cases ensures qualified faculty members with job protection and maintenance of group health benefits.

Paid Family and Medical Leave:

All full-time members of the teaching faculty are qualified for the following paid leave:

• 75 work days (15 weeks) of paid medical leave for a faculty member's own serious health conditions (with certification from a healthcare provider)

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students, it often makes sense for a father or adoptive parent to take a full 15 weeks of leave. In general, the additional 3 to 5 weeks may be taken as unpaid leave.

Note: If both parents are employees of the College, federal law states that parents must share the 12 weeks of unpaid Family and Medical Leave. Parents themselves should decide how to divide the allotted 12 weeks of leave.

Summary of Available Leave for the Care of a Sck Family Member

All faculty members may take up to 20 work days (4 weeks) of paid family leave for the care of a sick family member. This leave may also be taken as a 3 or 4 credit course release during one term. If additional leave is needed, faculty members may supplement the 20 work days (4 weeks) of paid leave with 8 additional weeks of unpaid leave.

Summary of Available Leave for Faculty Members Who Have Been Employed b